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DIVISION OR DEPARTMENT    INDUSTRIAL RELATIONS  
 FILE No.                    741.5  
 RE LETTER OF  
 SUBJECT                    San Joaquin Division Grievance No. D.Gr/C 25-74-8  
                                  Layoff of Probationary Employee a Proper Subject  
                                  For Grievance Procedure  
                                  P-RC 76

November 22, 1974

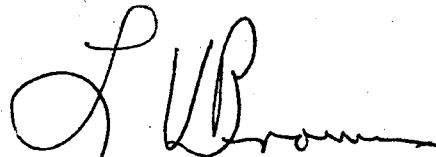
MR. A. O. CLARK, Chairman  
 San Joaquin Division  
 Joint Grievance Committee

The above-subject grievance has been discussed by the Pre-Review Committee prior to its docketing on the agenda of the Review Committee and is being returned to the Division for settlement in accordance with the following:

The unresolved issue in this case appears to be one of the Division's practice relative to temporary employment. The grievance in itself is not one of the Union requesting regular status for any one individual employee but complaining of an alleged continuing practice of having probationary Clerk D's work for a short period of time and then laying them off before they are eligible for regular status with the Company. In reviewing the complete record submitted to the Review Committee, it becomes evident that the Bakersfield office has utilized temporary Clerk D's almost continuously for the last two years.

This type of practice was discussed during the 1974 contract negotiations where it was agreed that the use of intermittent employees to fill temporary vacancies caused by sickness or vacation was proper. As a result of the contract settlement, it is the opinion of the Pre-Review Committee that the Division review their practices in the Bakersfield office to insure compliance with Section 17.7 of the Clerical Agreement.

This case is considered closed and will not be docketed on the agenda of the Review Committee. The closure should be so noted in the minutes of your next Joint Grievance Committee meeting.



L. V. BROWN, Chairman  
 Review Committee

DJBergman:rto

cc: EEFoley  
 IWBonbright  
 DSSolberg  
 ✓ LNFoss, IBEW

*Complete copy of file  
 to Weaver on 11-26-74*